**People**

Our People The soul of Panorama is its people. 7,000+ individuals, 50% women, all united by passion, purpose, and creativity. We foster safe, inclusive spaces, invest in skill-building, and champion equal opportunity—growing together, every step of the way. We encourage every voice to be a part of our shared journey–building a company where success is measured not just in output but in the lives we enrich continuously.

**Health, Safety & Compliance**

Panorama fosters a culture of accountability, ensuring rigorous compliance with global labour laws, buyer mandates, and ethical business practices. Our unwavering commitment to workers’ rights and brand protection is anchored in:

* Ensuring Workplace Safety & Fair Wages
* Promoting Equality & Zero Discrimination
* Banning Child & Forced Labour
* Maintaining Ethical & Safe Working Conditions

We take a firm stand against workplace misconduct, reinforcing a zero-tolerance approach to harassment, discrimination, and exploitation—upholding dignity, respect, and fairness for all.

**People. Progress. Purpose**

At Panorama, we cultivate a culture of responsibility, inclusion, and continuous growth:

* Sustainable Stewardship: Innovating for environmental responsibility.
* Safe & Thriving Workplaces: Fostering security and well-being.
* Empowered Employees: Enhancing skills for personal and professional growth.
* Health & Wellness: Strengthening awareness and preventive care.
* Ethical & Fair Workplace: Upholding dignity, human rights, and grievance redressed.
* Impact-Driven CSR: Driving change in education, healthcare, and sustainability.